

WJW
EEO PUBLIC FILE REPORT
June 1, 2010 - May 31, 2011

I. VACANCY LIST

See Section II, the "Master Recruitment Source List" ("MRSL") for recruitment source data

| Job Title | Recruitment Sources ("RS") Used to Fill Vacancy | RS Referring Hire e |
|------------------------|--|--------------------------------|
| Sports Reporter | 1-31, 34-45 | 8 |
| Multi Media Journalist | 1-7, 9-45 | 33 |
| Multi Media Journalist | 1-7, 9-45 | 33 |
| Account Executive | 1-7, 9-32, 34-45 | 30 |
| Account Executive | 1-7, 9-32, 34-45 | 34 |
| Account Executive | 1-7, 9-32, 34-45 | 34 |
| Technician | 1-7, 9-32, 34-45 | 34 |
| Assignment Editor | 1-7, 9-45 | 33 |
| Reporter | 1-7, 9-45 | 34 |
| Production Assisstant | 1-7, 9-45 | 34 |

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II. MASTER RECRUITMENT SOURCE LIST ("MRSL")

| RS Number | RS Information | Source Entitled to Vacancy Notification? (Yes/No) | No. of Interviewees Referred by RS Over Reporting Period |
|------------------|---|--|---|
| 1 | American Women in Radio & Television 1760 Old Meadow Road Suite 500 McLean, Virginia 22102 Phone : 703 506-3290 Email : info@awrt.org Fax : 1--- Career Services | N | 0 |
| 2 | Ashland University 401 College Avenue Ashland, Ohio 44805 Phone : 419 289-4142 Email : dburns1@ashland.edu Fax : 1--- Diana Burns | N | 0 |
| 3 | Asian American Journalists Association 1182 Market Street Suite 320 San Francisco, California 94102 Phone : 415 346-2051 Email : national@aaja.org Fax : 1--- Karen Swing | N | 0 |
| 4 | Baldwin Wallace College 275 Eastlake Road Berea, Ohio Phone : 440 826-2101 Email : career@bw.edu Fax : 1--- Career Services | N | 0 |
| 5 | Cleveland State University 2121 Euclid Ave RW280 Cleveland, Ohio Phone : 888 CSU-Ohio Email : careers@csuohio.edu Fax : 1--- Career Services | N | 0 |
| 6 | Cuyahoga Community College Attn: Career Services 700 Carnegie Ave Cleveland, Ohio 44115 Phone : Email : customerservice@tri-c.edu Fax : 1--- | N | 0 |

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|------------------|---|--|---|
| 7 | Emma L Bowen Foundation 1229 Pennsylvania Ave NW 11th Floor Washington, District of Columbia 20004 Phone : 202 637-4494 Email : phyllis.eagle-oldson@corporate.ge.com Fax : 1--- Phyllis Eagle-Oldson | N | 0 |
| 8 | Former Intern | N | 1 |
| 9 | Hispanic Link News Service 1420 N St NW Washington, District of Columbia 20005 Phone : Email : carlose@hispaniclink.org Fax : 1--- Carlos Erickson | N | 0 |
| 10 | KDVR/KWGN 100 E Speer Blvd Denver, Colorado 80203 Phone : 303 566-7664 Email : jennifer.aguirre@kdvr.com Fax : 1--- Jennifer Aguirre | N | 0 |
| 11 | KFOR/KAUT 444 E. Britton Road Oklahoma City, Oklahoma 73114 Phone : 405 478-6210 Email : shannon.gottschalk@kfor.com Fax : 1--- Shannon Gottschalk | N | 0 |
| 12 | KFSM 318 North 13th Street Fort Smith, Arkansas 72901 Phone : 479 785-5052 Email : patty.jewell@kfsm.com Fax : 1--- Patty Jewell | N | 0 |

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|------------------|---|--|---|
| 13 | Korean American Coalition 9562 Garden Grove Blvd. #R Garden Grove, California 92844 Phone : 714 590-6123 Email : Fax : Manual posting Lisa Oh | N | 0 |
| 14 | KSTU 5020 W Amelia Earhart Dr. Salt Lake City, Utah 84116 Phone : 801 536-1391 Email : janet.gray@fox13now.com Fax : 1--- Janet Gray | N | 0 |
| 15 | KTVI/KPLR 2250 Ball Drive St. Louis, Missouri 63146 Phone : 314 213-7412 Email : kristal.pruett@tvstl.com Fax : 1--- Kristal Pruett | N | 0 |
| 16 | Lorain County Community College 1005 N. Abbe Road Elyria, Ohio 44035 Phone : 800 995-LCCC Email : careers@lorainccc.edu Fax : 1--- Career Services | N | 0 |
| 17 | NAACP 2131 Stokes Blvd. Cleveland, Ohio 44106 Phone : 216 231-6260 Email : information@clevelandnaacp.org Fax : 1--- Career Services | N | 0 |
| 18 | NATAS-Lower Great Lakes Chapter c/o Thatcher Management Svcs LLC 7650 Chippewa Road, Suite 305 Brecksville, Ohio Phone : 440 526-EMMY Email : administrator@natasgl.org | N | 0 |

5/31/2011

EEO Compliance from Broadcast1Source

Fax : 1---

Career Services

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|------------------|--|--|---|
| 19 | National Association of Black Accountants 7474 Greenway Center Drive Suite 1120 Greenbelt, Maryland 20770 Phone : 301 474-NABA Email : customerservice@nabainc.org Fax : 1--- Charles Quinn | N | 0 |
| 20 | National Association of Black Journalists 1100 Knight Hall Suite 3100 College Park, Maryland 20742 Phone : 866 964-2765 x2737 Email : wendell.grant@boxwoodtech.com Fax : 1--- Wendell Grant | Y | 0 |
| 21 | National Association of Broadcasters 1771 N Street NW Washington, District of Columbia 20036 Phone : 202 429-3928 Email : Fax : Manual posting Michael McKinley | N | 0 |
| 22 | National Association of Hispanic Journalists 1000 National Press Building Washington, District of Columbia 20045 Phone : 202 662-7145 Email : nahj@nahj.org Fax : 1--- Anna Lopez | N | 0 |
| 23 | National Association of LaRuza Raul Yzaguirre Building 1126 16th Street NW Washington, District of Columbia 20036 Phone : 202 785-1670 Email : comments@ncfr.org Fax : 1--- Career Services | N | 0 |
| 24 | National Black MBA Association 180 N Michigan Ave Suite 1400 Chicago, Illinois 60601 Phone : 973 992-7311 Email : nbmbaa@workplacediversity.com Fax : 1--- | N | 0 |

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|------------------|--|--|---|
| 25 | National Black Media Coalition 1738 Elton Road #314 Silver Springs, Maryland 20904 Phone : 406 248-4450 Email : nbmc2000@aol.com Fax : 1--- Pluria Marshall | N | 0 |
| 26 | National Hispanic Media Coalition 55 S. Grand Ave Pasadena, California 91105 Phone : 626 792-6462 Email : info@nhmc.org Fax : 1--- Career Services | N | 0 |
| 27 | Native American Journalists Association University of OK Gaylord College 395 W. Lindsey Norman, Oklahoma Phone : 405 325-9008 Email : jharjo@ou.edu Fax : 1--- Career Services | N | 0 |
| 28 | Native American Public Telecommunications 1800 N 33 Street Lincoln, Nebraska 68503 Phone : 402 472-3522 Email : native@unl.edu Fax : 1--- Career Services | N | 0 |
| 29 | Ohio Association of Broadcasters 88 East Broad Street Suite 1180 Columbus, Ohio 43215 Phone : 614 228-4052 Email : pgeary@oab.org Fax : 1--- Patricia Geary | N | 0 |
| 30 | Ohio/Illinois Centers for Broadcasting 9000 Sweet Valley Drive Valley View, Ohio 44125 Phone : 216 447-9117 Email : gary@beonair.com Fax : 1--- | Y | 1 |

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|------------------|---|--|---|
| 31 | Organization of Chinese Americans 1322 18th Street Washington, District of Columbia Phone : 202 223-5500 Email : oca@ocanational.org Fax : 1--- Career Services | N | 0 |
| 32 | Plain Dealer Plain Dealer Plaza 1801 Superior Ave Cleveland, Ohio Phone : 216 999 3743 Email : drichardson@pland.com Fax : 1--- Derrelle Richardson | N | 0 |
| 33 | Referral | N | 5 |
| 34 | Station Website | N | 78 |
| 35 | Urban League 2930 Prospect Ave E Cleveland, Ohio 44115 Phone : 216 622-0999 Email : Fax : Manual posting Career Services | N | 0 |
| 36 | WDAF 3030 Summit St, Signal Hill Kansas, Missouri 64108 Phone : 816 932-9150 Email : thermal.stewart@wdaftv4.com Fax : 1--- Thermal Stewart | N | 0 |
| 37 | WGHP 2005 Francis St. High Point, North Carolina 27263 Phone : 336 821-1206 Email : bob.ladka@wghe.com Fax : 1--- Bob Ladka | N | 0 |

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|------------------|---|--|---|
| 38 | WHNT 200 Holmes Avenue Huntsville, Alabama 35801 Phone : 256 535-9215 Email : nonda.sloan@whnt.com Fax : 1--- Nonda Sloan | N | 0 |
| 39 | WHO 1801 Grand Avenue Des Moines, Iowa 50309 Phone : 515 242-3791 Email : rebecca.jess@whotv.com Fax : 1--- Rebecca Jess | N | 0 |
| 40 | WITI 9001 N Green Bay Rd. Milwaukee, Wisconsin Phone : 414 586-2160 Email : parveen.hughes@localtvllc.com Fax : 1--- Parveen Hughes | N | 0 |
| 41 | WNEP 16 Montage Mountain Rd. Moosic, Pennsylvania 18507 Phone : 570 207-2495 Email : bob.hawkins@wnep.com Fax : 1--- Bob Hawkins | N | 0 |
| 42 | WQAD 3003 Park 16th Street Moline, Illinois 61265 Phone : 309 736-3211 Email : cindy.parchert@wqad.com Fax : 1--- Cindy Parchert | N | 0 |
| 43 | WREG 803 Channel 3 Drive Memphis, Tennessee 38103 Phone : 901 543-2357 Email : robin.hays@wreg.com Fax : 1--- | N | 0 |

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|--|--|--|---|
| 44 | WTKR 720 Boush Street Norfolk, Virginia 23510 Phone : 757 446-1333 Email : jennifer.crabtree@wtkr.com Fax : 1--- Jennifer Crabtree | N | 0 |
| 45 | WTVR 3301 W. Broad St. Richmond, Virginia 23230 Phone : 804-254-3683 Email : bmuoio@wtvr.com Fax : 1--- Betty Muoio | N | 0 |
| TOTAL INTERVIEWS OVER REPORTING PERIOD: | | | 85 |

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III. RECRUITMENT INITIATIVES

| | Date | Type of Recruitment Initiative (Menu Selection) | Brief Description Of Activity | No. of Stations Participants | Participant Title | Points |
|---|-------------|--|---|-------------------------------------|---|---------------|
| 1 | 6/1/2010 | Establishment of an intern program designed to assist members of the community | Internship for Morning news cast to assist talent on remote location broadcasts. | 2 | Kenneth Crumpton Reporter Sonya Thompson News Director | 1.00 |
| 2 | 6/3/2010 | Establishment of an intern program designed to assist members of the community | An Internship program was developed for students to learn the scope of Local Production that is a non-news type programming. | 4 | Kevin Salyer VP Creative Services Robin Swoboda Show Host Rachel Stephens Producer Tomi Ambrose Producer | 1.00 |
| 3 | 10/27/2010 | Participation in Job Fairs | The Ohio Center for Broadcasting is hosting a Job Fair at our NEW Cleveland Campus on Wednesday, October 27, 2010. From internships to their first paying job in the industry, our well-trained students are ready, willing and able to help you fulfill your EEO REQUIREMENTS, in addition to filling any vacant positions you may have open at your station. The Ohio Center for Broadcasting can help you fulfill all your hiring needs AND help you meet your EEO Requirements!! 11:00 AM – Registration and Booth Set up 11:30 AM – Panel Discussion, Followed by Lunch provided by: Ohio Center for Broadcasting | 2 | Susan Pace Susan Ozanick | 0.25 |
| 4 | 3/1/2011 | Establishment of a mentoring program | Due to changing environment of automation and workflow a program was put into place to train all Associate Producers to go to the next level of Producer. | 2 | Sonya Thompson News Director Marc Singer Executive Producer | 1.00 |
| 5 | 4/28/2011 | Participation in other activities designed by the station employment unit | Station visit by 12 students of University of Akron majoring in Television/Radio and Television Production, their professor Dr. Phil Hoffman, and GM of Z-TV (campus television station). | 6 | Kevin Salyer VP Creative Services Greg Easterly President & GM Sonya Thompson VP News Director | 1.00 |

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|-------------------------------------|------|---|-------------------------------|------------------------------------|-------------------|--------|
| TOTAL POINTS OVER REPORTING PERIOD: | | | | | | 4.25 |